

NIH PAY AND APPOINTMENT AUTHORITIES FOR SCIENTISTS

Subject to HHS and NIH freeze guidelines

Total compensation = annual rate of base salary, locality pay, 3Rs, 2Rs, PCA, PSP, Salary Increases based on Performance, Cash Awards, Performance Bonuses, SES Rank Awards, SES Performance Awards, and Quality Step Increases (QSIs), Increase received upon initial appointment/reassignment/transfer to the NIH

Non-discretionary Pays, i.e., Comparability Increases [Title 5, SBRS, SES, Title 5 with T38 pay, Title 42 209 (f) and (g)], Within-grade Increases [Title 5], PSP non-discretionary pay(s) [Title 5 with T38 pay]

Discretionary Pays

PCA [Title 5, SES, Title 42 209(f) & (g)]	Promotions and QSIs [Title 5]
PSP - Scarce Med'l Spec., Exec. Resp., & Exceptional Quals. Pay (s) [Title 38]	Rank Awards [SES]
Performance Bonuses [Title 42 209(f) & (g), SBRS]	Performance Awards [SES]
Cash Awards [Title 5, SES, ST/SL, SBRS, Title 42 209(f) & g)]	2Rs - Up to 25% of base pay [Title 42 209(f) & (g)]
3Rs - Up to 25% of base pay, must be approved by higher level OD/IC official than the requesting/recommending official [Title 5, SES, ST/SL, SBRS]	
Salary Increases Based on Performance [Title 42 209(f) & (g), SBRS] - For SBRS, at least one year must have elapsed since the initial SBRS appt	
Increase Received Upon Initial appointment/reassignment/transfer to the NIH	

APPROVAL AUTHORITIES DELEGATED TO IC DIRECTORS: may be redelegated provided IC Director and OHR retain accountability

Initial appointments of Investigators (Tenure Track) provided total compensation is ≤ \$100,000 regardless of the difference between the current and proposed compensation [Title 42 209(g)]

Initial appointments of UNEMPLOYED selectee (s) provided total compensation is ≤ \$100,000 and the initial salary is ≤ \$30,000 above the salary the selectee received *at any time during the preceding 52-week period* [Title 42 209 (f) & (g)]

Initial appointments of UNEMPLOYED selectee (s) provided total compensation is ≤ GS-15/10 (\$119,682) and the initial salary is ≤ \$30,000 above the salary the selectee received *at any time during the preceding 52-week period* [Title 5, Title 5 with Title 38 pay]

Initial appointments (not addressed above) provided total compensation is ≤ \$100,000 and the increase is ≤ \$30,000 above the selectee's current rate of total compensation [Title 42 209 (f) & (g)]

Initial appointments (not addressed above) provided total compensation is ≤ GS-15/10 (\$119,628) and the increase is ≤ \$30,000 above the selectee's current rate of total compensation [Title 5, Title 5 with Title 38 pay]

Conversions provided total compensation is ≤ \$100,000 & cumulative discretionary pay increases within the preceding 52-weeks are ≤ \$30,000 [Title 42 209(f) & (g)]

Conversions or promotions provided total compensation is ≤ GS-15/10 (\$119,682) & cumulative discretionary pay increases within the preceding 52-weeks are ≤ \$30,000 [Title 5, Title 5 with Title 38 pay]

Reassignments, conversions, extensions, and transfers with no change in total compensation [Title 5, Title 5 with T38 pay, Title 42 209(f) & (g)]

Cumulative Discretionary Pay Increases ≤ \$30,000 within the preceding 52-weeks provided total compensation remains ≤ \$100,000 [Title 42 209 (f) & (g), SBRS]

Cumulative Discretionary Pay Increases ≤ \$30,000 within the preceding 52-weeks provided total compensation remains ≤ GS-15/10 [Title 5, Title 5 with T38 pay]

Cumulative Discretionary Pay Increases ≤ \$30,000 within the preceding 52-weeks [SES, ST/SL] (Retention allowances may not cause total compensation to exceed EX-I (\$166,700) in a calendar year)

Renewals of Discretionary Pay with no increase in the **rate** of discretionary pay provided the amount of total compensation is ≤ \$100,000 [Title 42 209(f) & (g), SBRS]

Renewals of Discretionary Pay with no increase in the **rate** of discretionary pay [Title 5, Title 5 with T38 pay, SES, ST/SL] (For Title 5 with T38 pay, ICs must reduce discretionary pay(s) when total compensation would exceed \$200,000) (For Title 5, SES and ST/SL, retention allowances may not cause total compensation to exceed EX-I (\$166,700) in a calendar year)

Performance Bonuses ≤ 10% and **Cash Awards** ≤ \$10,000 [Title 42 209 (f) & (g), SBRS] when cumulative discretionary pay increases are ≤ \$30,000 within the preceding 52-weeks and when total compensation is ≤ \$100,000

Cash Awards ≤ \$10,000 [Title 5, T5 with T38 pay, SES, ST/SL] and **Quality Step Increases** [Title 5, Title 5 with T38 pay] when cumulative discretionary pay increases are ≤ \$30,000 within the preceding 52-weeks and when total compensation is ≤ \$200,000

IPA Agreements when total NIH portion (base salary) is ≤ GS-15/10 (appointments or details to NIH)

APPROVAL AUTHORITIES RETAINED BY THE DEPUTY DIRECTOR FOR MANAGEMENT, NIH

Initial appointments, conversions, or promotions & any discretionary pay increase (s), except for **Cash Awards, and Quality Step Increases** within IC's delegated authority above, when total compensation is > GS-15/10 (\$119,682) & ≤ \$200,000 [Title 5, Title 5 with T38 pay] (For Title 5 with T38 pay, concurrence of the appropriate Deputy Director, NIH is required)

Renewals of Discretionary Pay with an increase in the rate of discretionary pay [Title 5, Title 5 with Title 38 pay]

Cumulative Discretionary Pay Increases when total compensation is > GS-15/10 or cumulative discretionary pay increases are > \$30,000 with the preceding 52 weeks [Title 5, Title 5 with T38 pay]

IPA Agreements when total NIH portion (base salary) is > GS-15/10 (appointments or details to NIH)

APPROVAL AUTHORITIES RETAINED BY THE DIRECTOR, NIH:

Comparability Increases: [Title 42 209(f) & (g), SBRS, ST/SL]

SES, ST/SL: all annual pay adjustments

SES Performance Awards (with concurrence of the Secretary)

The Director, NIH has also retained the following authorities. ICs may seek approval on an exception basis for truly meritorious cases as follows:

Initial appointments and conversions & any discretionary pay increase(s) [Title 42 209 (f) & (g), SBRS] except for **Performance Bonuses and Cash Awards** within IC's delegated authority above, when total compensation is > \$100,000

SBRS appts. & initial salary \leq EX-II (\$150,000); or initial salary > EX-II for federal employees whose current compensation is \geq EX-II

SBRS and SES recruitment and relocation bonuses and initial retention allowances up to 25% of base pay

Renewals of discretionary pay when total compensation is > \$100,000 [Title 42 209 (f) & (g), SBRS]

Renewals of discretionary pay with an increase in the rate of discretionary pay [SES, ST/SL]

Cumulative Discretionary Pay Increases > \$30,000 within the preceding 52-weeks [Title 42 209 (f) & (g), SBRS, SES, and ST/SL]

Performance Bonuses: > 10% NTE 20% of base salary [Title 42 209(f) & (g), SBRS]

APPROVAL AUTHORITIES RETAINED BY THE SECRETARY:

Initial appointments, transfers, or reassignments of SES, ST/SL; SES equivalent positions in other pay systems

IPA Agreements (outside NIH)

Initial appointments & cumulative discretionary pay increases when base salary is > \$200,000 [Title 42 209(f) & (g)]

Initial SBRS base salary > EX-II (\$150,000): for outside hires, & for federal employees whose current compensation is < EX-II

Approved _____

Acting Director, OHRM

Date